

COLLECTIVE BARGAINING

Relative Information: The Oregon State Legislature enacted the Public Employee's Collective Bargaining Act (PECBA) in 1975. The PECBA requires that public employers bargain in good faith with their employees in matters concerning wages, hours, and terms and conditions of employment.

The District's Union is organized as Local 1817 under the International Association of Firefighters and represents the positions of Firefighter, Engineer, Captain, Deputy Fire Marshal, Fire and Life Specialist and Maintenance Mechanic.

A labor agreement is negotiated with the Firefighter Unit in accordance with PECBA legislation. While the goal of PECBA is that the employer and employee group negotiate an agreement, the rules also describe the process to resolve an impasse in the negotiating process. If a negotiated agreement is not reached, an independent arbitrator ultimately determines the terms of an agreement. The length of an agreement may vary but generally extends from one (1) to three (3) years.

Policy Statement: It is the policy of the Board of Directors to bargain in good faith with established labor units as specified by State law.